

SECRET

29 April 1969

25X1 MEMORANDUM FOR: Mr. [REDACTED], Support Operations Staff/DDS
SUBJECT : Attitude Questionnaire for CT Applicants

1. Attached are two copies of the attitude questionnaire you requested yesterday. This questionnaire is designed to be mailed to applicants to the CT Program at the time they are offered appointments to the CTP. We decided not to send the questionnaire to applicants who are not offered appointments, feeling that some of the questions in the inventory might be perceived as insulting by those applicants whom we turn down.

2. We had originally intended to administer a questionnaire of this type to CT applicants at the time of their Washington visit. However, after considerable discussion with Mr. [REDACTED] we decided 25X1 against this procedure on the grounds that the CT applicant's visit to Washington is already over-burdened and this questionnaire would probably not receive the time and careful thought it would receive if mailed to the applicant sometime after his visit here.

3. This questionnaire is designed to systematically inquire about the factors, both positive and negative, which figure into a CTP applicant's decision to accept or decline an appointment. To the degree that it is successful, it should help provide information relevant to why some of our "best" applicants decline appointments. Follow-up information of this type, in addition to providing valuable information to the Systems Study of Psychological Data Pertaining to Career Trainees, should help those people closely involved in the processing of CTP applicants provide information to the individual applicant which will maximize the likelihood of his accepting an appointment.

4. Your interest in this questionnaire is greatly appreciated. If you have any further questions, please let me know.

[REDACTED]

PSYCHOLOGIST, OMS/AES

25X1

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INTRODUCTION

We are conducting a survey of applicants who have been offered appointments to the Career Training Program. The purpose of this survey is to learn how you evaluate (weight) certain conditions, impressions, and expectations which might affect or which might have affected your decision to ACCEPT or DECLINE the appointment.

The questionnaire attached to this sheet lists a number of factors which have been mentioned by others as playing a role in their decision to accept or decline employment here. Although you may not find all of the listed factors personally relevant or salient, you probably have feelings or thoughts on most of them. It's in these feelings and thoughts that we are interested.

This questionnaire is for research purposes only; we guarantee that your responses to it will in no way affect any personnel decision concerning you. In fact, people in a position to make decisions about you will not have access to your responses to this questionnaire at all.

We do hope that you will be candid in your replies. Information and views obtained from you and individuals like yourself -- people on the "threshold" of the Agency -- are extremely helpful to us by providing fresh insights and perspectives. So be as frank and straightforward as possible.

Your cooperation in completing this questionnaire is greatly appreciated. Thank you very much for your time and thought.

INSTRUCTIONS

This 30-item questionnaire requires you to evaluate (weight) certain conditions, impressions, and expectations which might affect or which might have affected your decision to ACCEPT or DECLINE your appointment to the Career Training Program. Complete this survey by placing a number in the blank beside each item according to the following key:

| | | |
|----|---------------------------|----------------|
| +4 | STRONGLY | |
| +3 | MODERATELY | Predisposes me |
| +2 | SLIGHTLY | to ACCEPT |
| +1 | VERY SLIGHTLY | appointment |
| 0 | NEUTRAL OR NOT CONSIDERED | |
| -1 | VERY SLIGHTLY | Predisposes me |
| -2 | SLIGHTLY | to DECLINE |
| -3 | MODERATELY | appointment |
| -4 | STRONGLY | |

Even if you have previously made up your mind to accept or decline the CTP appointment, you will probably find, in going through this questionnaire, that the direction in which you score some individual items runs counter to your final decision. This is to be expected, as positively and negatively weighted factors typically enter into one's career decision.

Space is provided for you to make comments which will explain or elaborate your feelings about any of the items. Space is also provided at the end of the questionnaire for you to make additional comments or observations if you so desire.

NAME: _____

(Last)

(First)

(Initial)

DATE: _____

| | | |
|----|---------------------------|----------------|
| +4 | STRONGLY | Predisposes me |
| +3 | MODERATELY | to ACCEPT |
| +2 | SLIGHTLY | appointment |
| +1 | VERY SLIGHTLY | |
| 0 | NEUTRAL OR NOT CONSIDERED | |
| -1 | VERY SLIGHTLY | |
| -2 | SLIGHTLY | Predisposes me |
| -3 | MODERATELY | to DECLINE |
| -4 | STRONGLY | appointment |

- _____ 1. Starting salary (comments)
- _____ 2. Probable future salary (comments)
- _____ 3. Time required to process application (comments)
- _____ 4. Amount of information given to you about future duties (comments)
- _____ 5. Probable duties (comments)
- _____ 6. Agency's role in U.S. foreign relations (comments)
- _____ 7. Effectiveness of Agency activities (comments)
- _____ 8. Quality and relevance of CTP (comments)

| | | |
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| -4 | STRONGLY | appointment |

- _____ 9. Length of CTP
(comments)
- _____ 10. Overseas assignment possibilities
(comments)
- _____ 11. Limitations upon discussing job during non-working hours
(comments)
- _____ 12. Anticipated advancement and career patterns
(comments)
- _____ 13. Effect of previous Agency employment on career possibilities outside this organization
(comments)
- _____ 14. Possibility of duties which some might view as hazardous
(comments)
- _____ 15. Overall impression of Agency personnel
(comments)
- _____ 16. A career in government
(comments)
- _____ 17. Anticipated similarity between my interests and those of my co-workers
(comments)

| | | |
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_____ 18. Possible security restrictions upon my private life (e.g., memberships in organizations, political activities, etc.)
(comments)

_____ 19. Possible limitations upon opportunity to obtain recognition outside the Agency for a job well done (e.g., writing for publication, accepting interview from press, etc.)
(comments)

_____ 20. Degree of recognition within the Agency for a job well done
(comments)

_____ 21. Required residency in the Washington, D.C. area (at least initially)
(comments)

_____ 22. Probable quality of supervision
(comments)

_____ 23. Degree of challenge in prospective assignments
(comments)

_____ 24. Degree of variety and change in prospective assignments
(comments)

_____ 25. Association with an organization whose mission is directed toward international affairs
(comments)

| | | |
|----|---------------------------|----------------|
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_____ 26. Possible bureaucratic red tape

(comments)

_____ 27. Attitude of family toward employment by this Agency

(comments)

_____ 28. Attitude of family toward government employment in general

(comments)

_____ 29. Size of the organization

(comments)

_____ 30. Fringe benefits associated with government employment

(comments)

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What is the single most important positive factor, as you see it,
offered by employment with this Agency? (This need not be one of
the factors listed above)

What is the single most important negative factor associated with
employment by this Agency? (Again, this need not be one of the
factors listed above)

Do you have any additional comments or observations relating to the
subject of this questionnaire? For example, are there other factors,
not mentioned above, which will probably play a role in your decision
to accept or not accept employment with this Agency? How does this
organization stack up against other job possibilities you may have
considered?